


From: (b) (6), (b) (7)(C)
To: [Castanon, Lisa](#)
Subject: FOIA R10-2019-008369 Records
Date: Wednesday, September 25, 2019 1:22:43 PM

From: (b) (6), (b) (7)(C)
Sent: Friday, August 30, 2019 11:19 AM
To: Hladick, Christopher <hladick.christopher@epa.gov>; Pirzadeh, Michelle <Pirzadeh.Michelle@epa.gov>
Subject: RE: Follow Up

Chris and Michelle:

Because we are not scheduled for a follow-up meeting in which we can discuss these matters, I feel the need to respond to your message from yesterday via email. (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



From: Pirzadeh, Michelle <Pirzadeh.Michelle@epa.gov> **On Behalf Of** Hladick, Christopher

Sent: Thursday, August 29, 2019 5:05 PM

To: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Cc: Castanon, Lisa <Castanon.Lisa@epa.gov>; Greaves, Natasha <Greaves.Natasha@epa.gov>; Bottcher, Helen <Bottcher.Helen@epa.gov>; Sullivan, Peter <Sullivan.Peter@epa.gov>; Plata, Victoria <Plata.Victoria@epa.gov>

Subject: Follow Up

Colleagues,

We are writing to follow up on your August 9, 2019 letter regarding concerns about (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

We take allegations of harassment of any kind very seriously. EPA has procedures in place under Order 4711 for investigating and responding to claims of harassment. We investigated the allegations we received last year (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

That process is highly confidential and all of the individuals involved, including complainants and the alleged harassers, have privacy rights that we are bound to protect. We will continue to do so.

We understand you all feel strongly about this situation. While we respect your concerns, we ask that you recognize that none of you have had the benefit of the prior fact-finding report, the details of the Agency's responses, or any other steps involved parties may have taken to ensure that EPA's workplace is free from discrimination or harassment. We are aware that a copy of your letter was given to other employees who were neither signatories nor involved in the reported incidents. Given the confidentiality of the 4711 and personnel processes we are concerned about the spreading of incomplete, sensitive information which can be disruptive to the workplace. Additionally, this is not a productive manner of communicating to us your concerns, effectuating the change you are seeking, or making sure that the Agency stays focused on best serving its mission. Moving forward, we ask that you respect the privacy of the parties and processes involved.

When Michelle met with you on August 15th you requested a second group meeting where I could be present. However, rather than another group meeting, it is more appropriate for individuals to report any allegations of harassment or misconduct that they have experienced with (b) (6) or any other EPA employee. If you feel you have been subjected to harassment or any other form of discrimination, please report it to your manager, Region 10 Human Capital Officer Peter Sullivan, or

Region 10 EEO Officer Victoria Plata.

We all share an obligation to treat our colleagues with dignity and respect and to display professional behavior in the workplace. To ensure a harassment free workplace employees are entitled and expected to report allegations of harassment or other misconduct. We have processes in place to investigate and respond to allegations of harassment and we ask that you utilize them.

Chris and Michelle